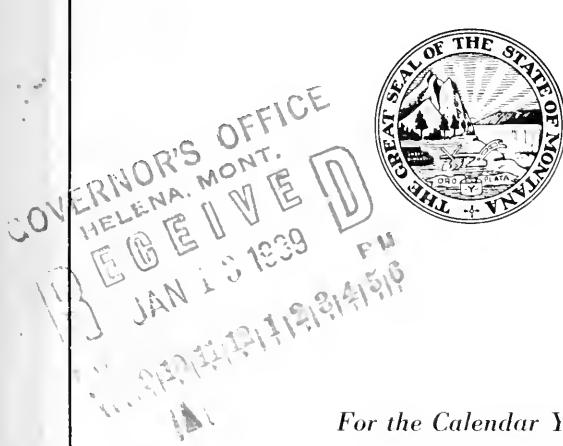


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STATE DOCUMENTS

SECOND
ANNUAL REPORT
of the
Unemployment
Compensation Commission
of Montana



For the Calendar Year

1938

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Unemployment Compensation Commission of Montana

GEORGE R. SHEPARD
Commissioner

BARCLAY CRAIGHEAD
Chairman

LOUIS G. DeNAYER
Commissioner

Helena, Montana, December 28, 1938

The Honorable Roy E. Ayers,
Governor of Montana.
Your Excellency:

We have the honor of submitting the second annual report of the Unemployment Compensation Commission of Montana covering the activities of this department of the state government as relates to the calendar year 1938.

In this report we endeavor to present a record of this agency as it appears after a year and eight months of growth, as well as plans now perfected for paying benefits to the eligible unemployed from contributions collected under the act.

Respectfully yours,

BARCLAY CRAIGHEAD, Chairman.

GEORGE R. SHEPARD, Commissioner.

LOUIS G. DeNAYER, Commissioner.

FOREWORD

The Unemployment Compensation Commission of Montana in reporting on its activities for the year 1938 is pleased to record some general improvement in business and industrial conditions in this State since the beginning of the year.

Total payrolls of all employees in covered private industries for the first quarter of the calendar year were \$22,796,572.00 as proved by collections of \$615,507.47 at 2.7 per cent.

Total payrolls for the third quarter were \$23,902,643.00, an increase of \$1,106,070.00 over the first three months of the year. We estimate total payrolls for the last quarter due to increased metal mining and smelting activities, and contrary to the seasonal trend, will be about equal to the third quarter.

We estimate that approximately 8,000 men have found employment in private industry since the beginning of the year.

Our records show an astonishing variation in numbers of employed within this state and a genuine need for unemployment compensation. The largest number of covered workers for a single month was 91,009 in July, 1937; and smallest number of covered workers was 64,790 in February, 1938; by June, 1938, 70,154 were employed.

The work of the Commission touches almost all mature citizens. Approximately 115,000 workers in private industry have earned some wage credits. Over 9,700 employers are paying the contribution. Thirty-four thousand five hundred fourteen men and women are registered at the Commission offices and are seeking employment.

During the first nine months of 1938 some 18,243 jobs, many temporary, were found through the employment offices; of these 9,594 were in private industry and 8,749 on public works.

The administrative task of developing this new agency has been frequently called "the most difficult ever undertaken by the states." Our records are current and we invite inspection by the Legislative Assembly or private citizens. The cash reserve to sustain benefit payments to qualified unemployed on December 1, 1938, amounted to \$4,739,005.69. Administrative expenses, exclusive of the Employment Service Division, paid through grants of the federal government have to this date totaled 4.5 per cent of collections, placing the department among the four or five lowest administrative cost states in the nation. This reflects little credit upon

the Commission because expenses necessary for the maintenance of the Employment Service Division have not so far been provided by the Social Security Board and the disbursal costs of benefit payments do not start in Montana until July 1, 1939.

UNEMPLOYMENT COMPENSATION

Questions and Answers

What is the aim of unemployment compensation?

To stabilize employment and to stabilize business by maintaining the purchasing power of the worker.

What does the employer contribute to the fund?

The employer pays 2.7% of the total wages payable by him in 1938, 1939, 1940 and 1941.

What does the worker contribute to the fund?

Nothing.

May an employer deduct any part of his contribution from the wages of his workers?

No. Neither can a worker voluntarily pay any part.

Does the law require employers to maintain employment records?

Yes. All employers should maintain complete employment and payroll records.

Must workers have identifying numbers?

Yes. Each worker must have an individual number obtainable from a field office of the Federal Social Security Board.

When do unemployment benefits begin?

After July 1, 1939, when the fund will be sufficient to meet benefit claims.

How long can an unemployed worker draw benefits?

Not more than 16 weeks in any benefit year.

Are the costs of administering the Montana law paid out of employers' contributions?

No. Special money grants are made for that purpose by the Social Security Board. Contributions can be used only to pay benefits to unemployed workers.

UNEMPLOYMENT COMPENSATION: WHY?

No mature person, dependent upon wage or salary, can view the extent and duration of unemployment in the United States in recent years and remain untouched by the dread of loss of work.

To remove some of this dread, to ease the strain and lessen the cumulative effects of major depressions on business and on able and willing workers and to assist these workers in finding employment, is the objective of unemployment compensation.

UNEMPLOYMENT COMPENSATION: HOW?

Unemployment compensation will be accomplished under the existing Montana law, largely in three ways:

1. By the collection of a payroll tax of 1.8 per cent for 1937, and 2.7 per cent for subsequent years.

EMPLOYMENT SERVICE Questions and Answers

What is the purpose of the State Employment Service Division?

The division is a clearing house for workers seeking employment and employers seeking workers.

What does an unemployed person seeking employment do to enlist the aid of the Employment Service?

He or she registers at the nearest employment office. Registration is giving name, address and past work experience and explaining qualifications for any position sought.

When a position is open what is the procedure of the Employment Service?

The Employment Service reviews the qualifications of workers in the classification called for and refers qualified workers to the employer for his final selection.

How does the Employment Service know what positions are available?

The Employment Service, by personal calls on and letters to employers, and through interstate clearance of information, learns of job openings.

What does the employer do to obtain workers from the Employment Service?

The employer may telephone, write or make personal call at nearest office and inform that office of the number and kind of workers needed.

In what way does the Employment Service help the employer?

The employer saves time and money and gets the best qualified men and women available.

2. By the disbursement of sums so collected as a matter of right in benefit payments to worthy unemployed, when such unemployed have been working for subject employers.
3. By the establishment of state-wide employment offices designed to bring employer and employees together to fill available jobs and to prove that benefit payment recipients are worthy.

LEGISLATIVE RECOMMENDATIONS

The Commission takes this opportunity to record some seemingly desirable changes in existing statutes. Some of the suggested changes would require amendments to the national Social Security Act. These changes are:

National

1. We feel that the tax base of the Social Security Act, under Title VIII (old age insurance), and Title IX (unemployment insurance) should be brought as near as possible to conformity; with coverage, wage and tax reports made identical, if possible, and with a single collection agency, either state or federal. Tax collection activities, at present, are absurdly complicated, and taxpayers have full cause to protest.
2. We would recommend that national banks and similar instrumentalities of the federal government be included as to coverage at once, with provision for gradual extension of coverage to agricultural workers, domestic servants, and certain non-profit institutions, now exempted by law.
3. We favor further limitation of the authority of the Social Security Board to disregard state custom in the management of state commissions. The advantages of state-federal unemployment compensation laws will be lost by too rigid domination from Washington through control of purse strings. Our administrative costs and the efficiency of the staff now are being impaired by the burden of administrative regulations emanating from the Federal departments at Washington.
4. We believe that the Bureau of Unemployment Compensation of the Social Security Board should be transferred to the Department of Labor or that the U. S. Employment Service, a division of the Department of Labor, should be transferred to the Social Security Board, or that an independent federal agency be set up, so that state agencies will not have to deal with two sets of controlling officials at Washington.

PROPOSED AMENDMENTS TO STATE LAW

We see no reason why an individual who has earned wage credits in covered private employment, and can prove by a physician's certificate that he is unable to work through illness, should not receive the same benefit payments that an individual who is able to work but unable to find a job would receive under this law. Certainly the sick man is in greater need.

If the expense of such benefits should be deemed to be too large for the present fund under the contributory rates now existing, a simple amendment requiring additional contribution in some amount could be inserted in the law, either on a percentage of wage basis or on a flat sum per quarter basis.

The Commission very definitely recommends, largely in the interests of simplification, the following amendments:

1. DETERMINATION OF BENEFITS

1. Section 3, with regard to benefits, should be revised as follows:

"Section 3 (b) WEEKLY BENFIT AMOUNT FOR TOTAL UNEMPLOYMENT. Each eligible individual who is totally unemployed (as defined in this Act) in any week shall be paid with respect to such week, benefits at the rate of one-twentieth (5%) of his earnings, in the highest quarter of the base period, computed to the next highest dollar, but not more than \$18.00 per week nor less than \$5.00 per week."

All of Section 3 (c) (1), (2) and (3) should then be stricken out by repeal.

"Section 3 (d) DURATION OF BENFITS. The Commission shall compute wage credits for each individual by crediting him with the wages earned by him for employment by employers during each quarter. The maximum total amount of benefits payable to any eligible individual shall not exceed sixteen times his weekly benefit amount, during any benefit year."

Section 3 (e) (2) should be stricken out and repealed.

2. REDUCE WAITING PERIOD

II. Section 4 (d) the word "three" in the third line thereof should be changed to the word "two."

Subsection (3) should be stricken out and repealed. This will necessitate the renumbering of Subsection 4 to "3."

Section 4 (e) should be revised to read as follows:

"He has within the base period earned wages for employment by employers equal to thirty times his weekly benefit amount."

The Sections 3 and 4 above mentioned with the changes suggested will then read as follows:

BENEFITS

"Section 3. (a) PAYMENT OF BENFITS. Thirty (30) months after the date when contributions first accrue under

this Act from the employer, benefits shall become payable from the fund to any individual who thereafter is or becomes unemployed and eligible for benefits as is herein prescribed. All benefits shall be paid through public employment offices in the State of Montana in accordance with such rules and regulations as the commission may prescribe.

“(b) WEEKLY BENEFIT AMOUNT FOR TOTAL UNEMPLOYMENT. Each eligible individual who is totally unemployed (as defined in this Act) in any week shall be paid with respect to such week, benefits at the rate of one-twentieth (5%) of his earnings in the highest quarter of the base period, computed to the next highest dollar, but not more than \$18.00 per week nor less than \$5.00 per week.

“(c) DURATION OF BENEFITS. The commission shall compute wage credits for each individual by crediting him with the wages earned by him for employment by employers during each quarter. The maximum total amount of benefits payable to any eligible individual shall not exceed sixteen times his weekly benefit amount, during any benefit year.

“(d) PART-TIME WORKERS.

“(1) As used in this subsection the term “part-time worker” means an individual whose normal work is in an occupation in which his services are not required for the customary scheduled full-time hours prevailing in the establishment in which he is employed or who, owing to personal circumstances, does not customarily work the customary scheduled full-time hours prevailing in the establishment in which he is employed.”

BENEFIT ELIGIBILITY CONDITIONS

“Section 4. An unemployed individual shall be eligible to receive benefits with respect to any week only if the commission finds that—

“(a) He has registered for work at and thereafter has continued to report at an employment office in accordance with such regulations as the commission may prescribe.

“(b) He has made a claim for benefits in accordance with the provisions of Section 6 (a) of this act.

“(c) He is able to work, and is available for work.

“(d) Prior to any week for which he claims benefits he has been totally unemployed for a waiting period of two weeks. No week shall be counted as a week of total unemployment for the purposes of this subsection:

“(1) If benefits have been paid with respect thereto;

“(2) Unless the individual was eligible for benefits with respect thereto in all respects except for the requirements of subsections (b) and (e) of this section;

“(3) Unless it occurs after benefits first could become payable to any individual under this act.

“(e) He has within the base period earned wages for employment by employers equal to thirty times his weekly benefit amount.”

REASONS FOR CHANGE

The suggested changes are made for the purpose of simplifying the determination of the weekly benefit amount and removing the complicated method of arriving at that figure under the present law. The necessity of writing checks for varying small amounts and for odd numbers of cents also would be obviated.

It also removes the complicated procedure of computing the one-sixth uncharged wage credits so that the duration of benefits is dependent solely upon the total earnings of the claimant in the base period.

Since the time necessary for determining the benefits payable will be accelerated, it seems advisable to change the waiting period from three to two weeks in order that the benefits may be paid to the claimant that much sooner. The eligibility of the claimant should be based upon the amount of his earnings in the base period and, from the data submitted by the Social Security Board in the interim report on simplification of the benefit formulae under the date of October 3, it seems that 30 times the weekly benefit rate is the fairest and most equitable manner of determining such eligibility.

The amendments would substantially increase benefits both in the upper and lower wage earning brackets.

3. INSERT OMITTED LINE

III. Section 7 (a) of our law, as printed, omitted one line, and the same should be inserted into the law by our next Legislature, to-wit:

"For the fund in accordance with such regulation as the Commission," between the seventh and eighth lines of the printed section.

4. PROCEDURE AFTER DEFAULT

IV. Section 14 on COLLECTION OF CONTRIBUTIONS should have a new section, as follows:

"(b) COLLECTION. If, after due notice and demand, any employer defaults in any payment of contributions or interest thereon, the amount due may be certified by the Commission upon such forms as the Commission shall be regulation prescribe and the certificate so made, filed with the Clerk of the District Court of the county wherein the employer has his principal place of business. Upon receipt of such certificate of amount due and owing, the said Clerk of the District Court, shall file the same as a part of the judgment records of said county and from and after the time of such filing, the amount thereof shall constitute a judgment lien upon all the assets of said employer. Execution on such judgment lien shall be governed by the provisions of Chapter 59, Revised Codes of Montana, 1935."

REASONS FOR CHANGE

This addition seems advisable because the experience gained in the administration of the law indicates that some employers filed their reports as showing the amount of contributions due and have no defense to the same except that they are financially unable to meet the payment. It seems unnecessary for a state agency to go through the procedure of bringing suit, serving summons and enter a judgment upon an obligation which is admittedly owing. The section would permit the entry of judgment and the securing of a judgment lien against the assets of the employer, thereby protecting the fund, and in some instances, would save the state considerable money where the assets of the employer were being used for the payment of general creditors prior to liquidation by assignment or in bankruptcy.

Subsections (b), (c), (d) should then be renumbered to (e), (d) and (e).

5. CHANGE IN BASE PERIOD

V. Section 19. DEFINITIONS.

Section 19 (c) should be rewritten to read, as follows:

"'Base period' means the first four of the last five completed calendar quarters immediately preceding the first day of an individual's benefit year."

Section 19 (d) should be rewritten to read, as follows:

"'Benefit year,' with respect to any individual, means the fifty-two-consecutive-weeks period beginning with the date of the filing of valid claim by said individual, and thereafter beginning with the date of the next valid claim filed after the end of his last benefit year."

REASONS FOR CHANGE

The suggested amendments make the base period one year instead of two years as under the present law. The amendment as to the benefit year should be made so as to make it unnecessary to redetermine an applicant's claim after the first determination, since the benefit year attaches upon the filing of a valid claim by the employee.

6. CHANGE IN "EMPLOYER" DEFINITION

VI. Section 19 (i) "Employer," Subsection (1) should be rewritten, to read, as follows:

"Any employing unit, whose total annual payroll within either the current or the preceding calendar year, exceeds the sum of \$500."

REASONS FOR CHANGE

The coverage of "one or more" in our law takes in several hundred small employers whose tax payment for the year does not amount to \$10.00 and whose contributions are so small as not to cover the postage necessary to collect. On the other hand, the 20-weeks-of-employment definition allows employers, who might have several hundred employees for a period of 19 weeks, and whose payroll might total several thousands of dollars, to escape being included as employers subject to the law. The employees of contractors operating for only a short period, would be one of the most common sources of claims for benefits.

In 1937 records show 3014 employers each had but one employee; 3534 employers had from two to four employees; 1261 employers had from five to seven employees and 1846 employers had eight or more employees.

Eighteen hundred and fifty-one employers reported annual payrolls of \$500 or less in 1937. These 1851 paid only \$8,381.09 in 1937. Records show that 1587 employers had payrolls between \$501 and \$1000 and paid \$21,177.23 in contributions during 1937.

7. DEFINITION OF "WAGES"

Section 19 (K) "Total Unemployment":

(1) Same.

(2) As used in this subsection, the term "wages" shall include only that part of remuneration for odd jobs or subsidiary work, or both, which is in excess of \$5.00 in any one week, and the term "services" shall not include that part of odd jobs or subsidiary work, or both, for which remuneration equal to or less than \$5.00 in any one week is payable.

(2) Change to (3).

IMPORTANCE OF PROGRAM

When the Social Security program was launched in 1935 haste was one of the major considerations. If the program succeeds, in large part, it will rank in importance with the establishment of the public school system in its effect upon future generations. It was to be expected that mistakes would be made.

The Unemployment Compensation Commission, members and employees, feel grateful to Governor Roy E. Ayers and the people of this state for having a chance to participate in this work.

We realize that some criticism is well founded. We think some suggested changes ill advised.

NATIONAL SYSTEM OF UNEMPLOYMENT COMPENSATION

Some favor, for example, a Federal system of unemployment compensation.

At the meeting of the Unemployment Compensation officials held in Washington, October 20, 21 and 22, 1938, there was some discussion of the advisability of establishing a national system of unemployment compensation agencies. In an address before the conference, Arthur J. Altmeyer, Chairman of the Social Security Board, expressed the views of the Board as follows:

“As you know, there was much debate, and there is still debate, as to whether there should be a straight national system of unemployment compensation. **The Board is of the opinion that a national system would have broken down under the initial impact of the administrative difficulties which you have been able to surmount with such a considerable degree of success.** It may be that in the course of time it will be found desirable to adopt a national unemployment insurance act. If so, it will only be possible on the basis of experience gained by you.

“Conceivably it might even be found desirable to place the program on an individual state basis just as in the case of workmen's compensation. Such a course is extremely unlikely because unemployment is a problem that knows no state lines and must be attacked on a nation-wide front. If this course were followed it would necessarily involve the repeal of the tax provisions and the grant-in-aid provisions of the Social Security Act.”

PAYROLL TAXES?

Criticism of the Act is turned upon the method of collecting taxes on payrolls and some other form of tax collection has been suggested. The commission simply wishes to point out that under existing federal statutes, Montana employers of eight or more persons, would be compelled to pay the existing tax in full, even if the state law were repealed unless the proposed changes could be made national, and Montana employees would not profit by the benefit payments.

There has been some suggestion that employers of less than eight persons, not subject to the federal levy would not be required to pay. We are unable to see any sound reason why an employee working for an employer of seven persons should not receive the same benefits as he would receive did his employer employ eight persons. Under the existing law employers of eight pay in full 3 per cent of payrolls while employers of fewer than eight pay 2.7 per cent. In the event of such a change the Commission would like instructions as to the disposition of funds already collected from such employers.

BACKGROUND OF UNEMPLOYMENT COMPENSATION LAW

Unemployment compensation is a part of the national program for social security.

The Social Security Act represents a major advance in the attainment of economic security for the individual and his family. The act was devised to provide safeguards against the insecurity of modern life through cooperative action by the Federal and State governments, thus making possible the fullest consideration of the local economic and social problems existing within the states while maintaining a national unity of program and purpose.

The Social Security Act provides a number of protective services against want and suffering. The services, provided cooperatively by the Federal and State governments, are:

1. Insurance: Old Age benefits and unemployment compensation.
2. Assistance: Old age assistance; aid to dependent children and aid to the blind.
3. Welfare: Crippled children and child welfare services and vocational rehabilitation.
4. Health: Maternal and child health services and public health work.

National legislation providing for unemployment insurance is covered in Title IX of the Social Security Act. This part of the act imposes an excise tax on employers of eight or more persons but allows the taxpayer to credit against the tax the amount of contributions he has paid into a state unemployment compensation fund. Such credit allowed a taxpayer shall not exceed 90 per cent of the tax against which it is credited. With respect to employment during 1938 and subsequent years the tax under Title IX is 3 per cent. The amount of contribution under the Montana law for employment in 1938 is 2.7 per cent or 90 per cent of the amount named in the Federal law. The Montana law applies to employers of one or more persons. Thus, if Montana had no unemployment compensation law, employers of eight or more persons would be subject to the full 3 per cent tax of the Federal government.

Under such circumstances every state has enacted unemployment compensation laws in order to pay benefits to their eligible unemployed from a fund largely built up with contributions from employers of eight or more, representing the 90 per cent of the tax which would otherwise be collected by the Federal government.

The 1937 legislature enacted the Montana Unemployment Compensation law and extended the coverage to employers of one or more persons.

In April 1938, 23 states were paying unemployment compensation benefits to eligible unemployed workers and up to August 31, 1938, 27 states had paid out about \$290,000,000 to unemployed workers. In the last three months of 1938 three more states started paying benefits. About \$400,000,000 will have been paid to unemployed workers by 30 states up to January 1, 1939. Almost one billion dollars remains in the fund in the United States Treasury.

In January 1939, 16 more states will join the benefit paying list and in July 1939, when Illinois and Montana start paying benefits, all of the states will be assisting eligible unemployed workers through their unemployment compensation funds.

The District of Columbia paid benefits in 1938. Hawaii and Alaska start paying benefits in January, 1939.

IN FOREIGN COUNTRIES

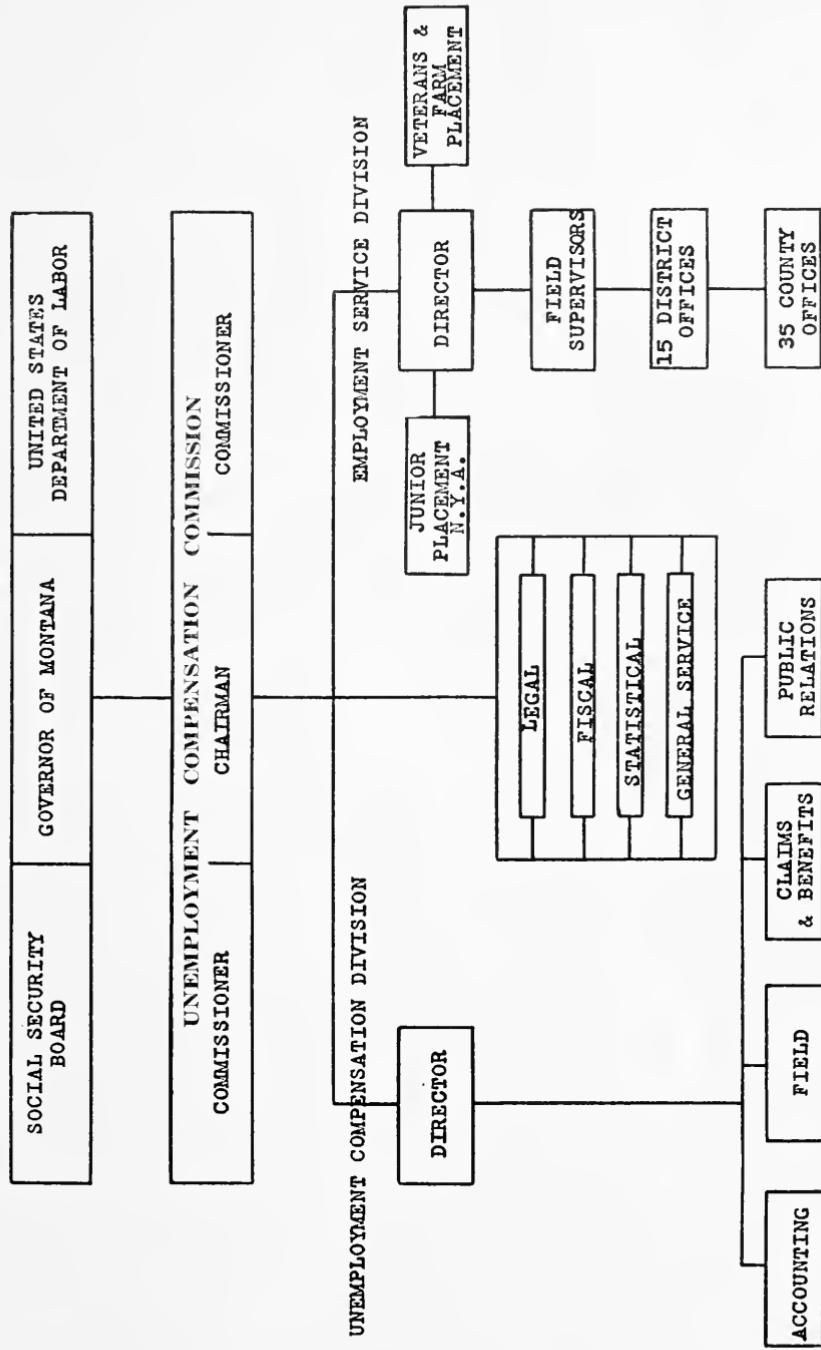
Group action to insure workers against the hazards of an industrial age began as early as 1789. Several plans were developed in Europe and elsewhere in the years following, but the first real progress was made in 1911, when Great Britain adopted a national compulsory unemployment scheme. It applied to six industries and covered about two and a half million workers. The plan was extended in 1916, and again in 1920, until it covered practically all groups except agriculture and domestic service. Recent amendments include agricultural workers. Many other countries were falling in line about this time, and by 1935, the following had adopted compulsory systems of unemployment insurance: Australia, Austria, Bulgaria, Canada, Germany, Great Britain and Northern Ireland, Irish Free State, Italy, Poland and Switzerland. (13 cantons).

In addition the following countries have voluntary plans with governmental subsidies: Belgium, Czechoslovakia, Denmark, Finland, France, Greece, Netherlands, Norway, Spain, Sweden and Switzerland (12 cantons). At the present time over fifty million wage earners throughout the world are covered by unemployment insurance.

ORGANIZATION OF COMMISSION

Governor Roy E. Ayers approved the Montana Unemployment Compensation law which was passed by the twenty-fifth legislative assembly, on March 16, 1937 and it was approved by the Social Security Board on March 30, 1937.

UNEMPLOYMENT COMPENSATION COMMISSION ORGANIZATION CHART



Barelay Craighead of Missoula was named chairman and executive director of the Commission appointed by Governor Ayers to administer the act. George R. Shepard of Missoula was appointed for a six-year term as commissioner and Louis G. DeNayer of Billings for a three year term.

The Commission held a preliminary organization meeting on May 10, 1937, to be placed on record with the Social Security Board. On May 28, 1937, a meeting was held to complete organization. Governor Ayers was present at this meeting and assisted the commissioners with advice and counsel.

A grant for administrative expenses was obtained from the Social Security Board on June 1, 1937, and offices were opened, a limited personnel engaged, and actual work started.

Since that time the Commission has held meetings as necessary. Two rules and 10 regulations have been adopted by the Commission. All of these were designed to clarify the act, to assist employers in determining their status under the act, and to make it easier for employers to make required reports to the Commission.

From the small personnel and limited office space first occupied, the Unemployment Compensation Commission has now grown to a force of 139 men and women. The administrative offices are housed in the basement, first and second floors of the building at the southwest corner of Main and Edwards streets, Helena. Employment offices are maintained in 52 localities.

DUTIES OF UNEMPLOYMENT COMPENSATION COMMISSION

The Montana Unemployment Compensation Commission, as empowered by law, has collected contributions from employers; has developed a state employment service; and has perfected plans for the payment of benefits to eligible unemployed workers after July 1, 1939.

Since its organization meeting the Commission has kept its functions in boundaries outlined by the law, has made reports required under the law and has rendered proper reports on moneys in the fund.

The Commission constantly has endeavored to assist employers delinquent in filing required contribution reports.

Publicity concerning the act was disseminated by press and radio. Explanations of the law were sent to each individual employer. Public addresses were given throughout the state by members of the Commission, its legal department and its field staff.

In November 1938, the Commission held that sufficient leniency had been extended delinquent employers, and further lenient consideration of pending cases involving 1937 accounts

would not be in keeping with their duties. Out of 10,000 employers classified and coded as subject to the law in 1937, less than 4 per cent were found delinquent for all or some part of that year, either in reporting wages paid or in payment of contributions due. A study of the amount of contributions due and unpaid for 1937 in relation to the contributions actually paid reveals that around \$2,250,000 was paid and about 1 per cent is still due and unpaid. A considerable portion of the delinquent contributions due is accounted for by the amounts due from "closed" business places by reasons of bankruptcy, assignments and transfers. The legal department of the commission has brought civil actions for the collection of delinquent payments in a number of cases but only when it seemed impossible to secure payment in any other way. About 15 such cases are pending at this time.

The Commission held such action necessary in fairness to the 9,000 employers who are paying the contributions and to the 115,000 Montana employees who are building up benefit rights against the fund.

The Commission's work for several months largely was confined to the training of personnel, educational work among Montana's 10,000 employers and the collection of contributions.

The act made payment of contributions retroactive to January 1, 1937. Along with the collection of contributions, employers were classified and coded by industries; and probably the largest accounting system in the state established.

Montana employers as a whole have shown a great fairness and cooperative spirit toward the Unemployment Compensation Commission. Naturally some mistakes occurred in the rush of setting up nearly 10,000 employer accounts and 115,000 employee accounts. Such mistakes, we believe, have not been numerous, and Montana employers have shown an appreciation of the task confronting the Commission in the way they have assisted in correcting these mistakes.

UNEMPLOYMENT COMPENSATION FIELD VISITS

The Commission plans to have each Montana employer visited by one of its field auditors at least once a year. Duties of the field men are to assist employers in understanding the law, in the correct preparation of required reports, and to answer employers' questions and to audit payrolls.

Field auditors have the responsibility of building up friendly cooperation between the Commission and Montana businessmen and Montana workers.

During the period from October 1, 1937, to December 1, 1938, the field auditors made 12,072 calls on Montana

business and industrial establishments and made 2,778 collections of contributions.

The state is divided into six field districts, and one auditor is assigned to the principal city in each district. This was done to reduce the expense of field calls on employers and to make the services of field auditors available to employers in each part of the state.

**UNEMPLOYMENT COMPENSATION COMMISSION PERSONNEL
FOR THE MONTH OF DECEMBER, 1938**

Paid From Funds Granted by the Social Security Board

NAME	POSITION	SALARY Monthly	LEGAL RESIDENCE
Henry T. Bailey	Typist	\$100.00	Missoula
James V. Bennett	Field Auditor	200.00	Scobey
Leo Black	Janitor	100.00	Helena
Bernice Bosley	File Clerk	100.00	Great Falls
Edmund S. Botch	Account Clerk	125.00	Wibaux
Oscar E. Bourck	Field Auditor	150.00	Butte
Betty Bristol	Junior Clerk	100.00	Lewistown
Clifford Bullock	Field Auditor	150.00	Bozeman
Margaret F. Burns	Sr. Posting Mach. Opr.	125.00	Wolf Creek
Jean Campbell	Typist	100.00	Shelby
Joseph T. Casey	Examiner & Batching Clk.	150.00	Great Falls
Marian Covington	Statistical Clerk	120.00	Helena
Barclay Craighead	Chairman	433.33	Missoula
Leonard A. Decco	Field Auditor	150.00	Three Forks
Amy Ann Erb	Secretary	133.33	Sheridan
Arthur Fabian	Addressograph Operator	100.00	Helena
M. C. Heffern	Account Clerk	125.00	Glasgow
Elsie Holloman	Junior Clerk	108.33	Missoula
Arthur C. Jacobson	Field Auditor	200.00	Missoula
O. C. Lamport	Statistician	200.00	Helena
Louis L. Lane, Jr.	Accountant-Cashier	241.66	Billings
Everett E. Lofgren	Attorney	275.00	Billings
Grace Manning	Stenographer	100.00	Kalispell
Cleve Marks	Mail Clerk	100.00	Townsend
Josephine Merzlock	Telephone Opr. & Clk.	105.00	Helena
Louise Miller	Typist	100.00	Kalispell
Marian Morse	Jr. Posting Mach. Opr.	100.00	Poplar
John P. O'Donnell	Chief, U. C. Division	308.33	Helena
Laura Peile	Jr. Posting Mach. Opr.	100.00	Froid
Charles Pohlod	File Clerk	100.00	Great Falls
Anthony J. Ransavage	Account Clerk	125.00	Helena
Gordon Redpath	File Clerk	100.00	Somers
Lee Riley	File Clerk	100.00	Butte
Esther Sloan	Typist	100.00	Bozeman
Carroll M. Stewart	Chief Accountant	255.00	Missoula
Dorothy Stewart	Typist	100.00	Billings
Florence H. Stewart	Junior Clerk	100.00	Helena
James H. Stewart	Field Supervisor	200.00	White Sulphur Springs
C. T. Sullivan	Field Auditor	175.00	Billings
Leah Tooley	Typist	100.00	Red Lodge
Lawrence E. Vidal	Field Auditor	200.00	Kalispell
A. D. Walsh	Account Clerk	125.00	Helena

PAID FROM GRANTS BY U. S. DEPARTMENT OF LABOR

NAME	POSITION	SALARY	LEGAL Monthly	RESIDENCE
Henry G. Bakko	Senior Reporting Clerk	\$135.00	Havre	
Weaver D. Clack	District Manager	166.66	Havre	
Charles H. Draper	District Manager	166.66	Kalispell	
Alice D. Dullenty	Stenographer	105.00	Billings	
Mildred C. Erickson	Secretary	150.00	Helena	
Ambrose J. Fey	District Manager	166.66	Missoula	
Frederick C. Gilbert	Director	300.00	Butte	
Charles P. Guilbault	District Manager	175.00	Billings	
James J. Harrington	District Manager	200.00	Butte	
Joseph J. Marshall	Junior Interviewer	120.00	Billings	
Curtis K. Maxey	Junior Interviewer	120.00	Billings	
Margaret E. McGuinn	Stenographer	105.00	Helena	
Peter A. McQuillan	District Manager	200.00	Glasgow	
Emma C. Meide	Junior Interviewer	120.00	Billings	
Albin A. Multz	Junior Reporting Clerk	120.00	East Helena	
James W. Munson	Fiscal Supervisor	150.00	Helena	
John W. Nelson	Field Supervisor	241.66	Billings	
Alvena L. Smith	Stenographer	105.00	Helena	
John F. Vest	Chief Reporting Clerk	150.00	Helena	

PAID BY UNITED STATES DEPARTMENT OF LABOR

Solvay K. Andresen	Junior Interviewer	\$120.00	Missoula
Helen A. Bailey	Junior Interviewer	120.00	Great Falls
Winifred R. Bickle	Junior Interviewer	120.00	Havre
Chauncey P. Biffle	District Manager	166.66	Miles City
Bernice R. Breese	Junior Interviewer	120.00	Poplar
Robert A. Clarke	Senior Interviewer	135.00	Helena
Charles A. Dool	Senior Interviewer	135.00	Missoula
Adolph J. Duley	Junior Interviewer	135.00	Great Falls
Thomas E. Dunstan	Clerk	120.00	Butte
John Gray	Senior Interviewer	135.00	Miles City
John J. Hanley	Senior Interviewer	135.00	Butte
Janet C. Harrington	Junior Interviewer	120.00	Butte
Helen Hartt	Stenographer	105.00	Kalispell
Karl J. Harvey	Junior Interviewer	120.00	Butte
Laura C. Haswell	Junior Interviewer	120.00	Missoula
Cyril R. Hines	Junior Interviewer	120.00	Bozeman
John V. Honey	District Manager	166.66	Lewistown
Steven E. Johnson	Manager	150.00	Helena
Fred A. Lehn	Junior Interviewer	120.00	Butte
Louis H. LeVitre	District Manager	166.66	Glasgow
Myrtle V. Lippard	Junior Interviewer	120.00	Fort Benton
Mary M. McCarthy	Clerk-Stenographer	105.00	Butte
John H. O'Connell	Senior Interviewer	135.00	Kalispell
Eldon M. Penfield	Senior Interviewer	135.00	Livingston
Nellie J. Stewart	Stenographer	105.00	Helena
Geraldine A. Sullivan	Clerk-Stenographer	105.00	Butte
Arleen G. Willard	Clerk-Stenographer	105.00	Havre

PAID BY NATIONAL YOUTH ADMINISTRATION

John Hieb	Youth Placement Counselor	\$150.00	Missoula
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PERSONNEL PAID BY COUNTIES OF MONTANA

NAME	POSITION	SALARY	LEGAL Monthly	RESIDENCE
Katherine F. Allen	Clerk-Stenographer	\$105.00	Miles City	
Glennon R. Anderson	County Manager	125.00	Shelby	
C. A. Bishop	County Manager	72.00	Big Timber	
Ole Bjarko	County Manager	80.00	Scobey	
Lynn W. Black	Contact Agent	25.00	Winnett	
Elmer R. Blackstone	County Manager	110.00	Chinook	
Bert Butler	County Manager	125.00	Glendive	
Judith A. Coffman	Clerk	105.00	Moore	
Ruby Dalke	Stenographer	65.00	Chinook	
Hugh O. Daniels	County Manager	100.00	Thompson Falls	
Myfanwy Davies	Clerk	75.00	Sidney	
W. B. DeWitt	County Manager	125.00	Wolf Point	
Marian C. Durfee	County Manager	125.00	Philipsburg	
Lila M. Faught	Clerk	50.00	Hardin	
Arthur F. Ford	County Manager	125.00	White Sulphur Springs	
George D. Graham	Clerk	105.00	Helena	
William E. Grove	County Manager	125.00	Malta	
William N. Harris Jr.	County Manager	100.00	Deer Lodge	
W. D. Hubbard	County Manager	100.00	Baker	
William R. Hughes	County Manager	125.00	Polson	
Charles E. June	County Manager	100.00	Forsyth	
Malcolm K. Kedzie	County Manager	105.00	Libby	
Glenn H. Knight	County Manager	137.50	Hardin	
Birdie S. Knorr	Junior Interviewer	120.00	Glasgow	
C. W. LaMoure	Contact Agent	36.00	Jordan	
Roy E. Lee	County Manager	125.00	Sidney	
Aaron Macy	County Manager	50.00	Broadus	
Roy McLean	Contact Agent	85.00	Stanford	
Ina R. McLeod	County Manager	100.00	Terry	
Lester L. McRae	County Manager	100.00	Hamilton	
A. J. Moore	County Manager	125.00	Choteau	
Carl A. Nordstrom	County Manager	125.00	Red Lodge	
Florence F. Oliver	Clerk-Stenographer	105.00	Glendive	
Gladys Olson	Clerk	75.00	Malta	
Dorothy G. Peppard	Stenographer	105.00	Missoula	
William Poole	County Manager	100.00	Roundup	
Bernard J. Reilly	County Manager	150.00	Anaconda	
Edgar J. Riggs	County Manager	100.00	Harlowton	
Joe Ritchey Jr.	County Manager	80.00	Conrad	
C. B. Robinson	County Manager	100.00	Plentywood	
W. A. Schurmann	County Manager	125.00	Fort Benton	
Adeline F. Seder	Clerk	120.00	Great Falls	
Lenore Shoemaker	County Manager	100.00	Virginia City	
A. C. Strode	Contact Agent	15.00	Chester	
Meryle Tetrud	Clerk	75.00	Cut Bank	
W. M. Worthington	County Manager	125.00	Cut Bank	
Richard E. Wright	Senior Interviewer	135.00	Miles City	
Charles W. Yackey	County Manager	100.00	Circle	

**PAID BY UNITED STATES DEPARTMENT OF LABOR
VETERANS PLACEMENT SERVICE**

Alice Dawson	Secretary	\$120.00	Boulder
Robert B. Downs	Veterans Placement Officer.	216.66	Helena

LEGAL RESIDENCES OF EMPLOYEES



Fifty of the 56 counties have one or more county residents on the Unemployment Compensation Commission payroll. The map above shows the legal residencees and number of the Commission's employees as of December 1938 payroll.

The counties of which the employees are legal residents are:

Big Horn	2	McCone	1
Blaine	2	Meagher	2
Broadwater	2	Musselshell	1
Carbon	2	Missoula	11
Caseade	6	Park	1
Choteau	2	Petroleum	1
Custer	4	Phillips	2
Daniels	2	Pondera	1
Dawson	2	Powder River	1
Deer Lodge	1	Powell	1
Fallon	1	Prairie	1
Fergus	3	Ravalli	1
Flathead	7	Richland	2
Gallatin	4	Roosevelt	4
Garfield	1	Rosebud	1
Glacier	2	Sanders	1
Granite	1	Sheridan	1
Hill	4	Silver Bow	11
Jefferson	1	Sweet Grass	1
Judith Basin	1	Teton	1
Lake	1	Toole	2
Lewis and Clark	20	Valley	4
Liberty	1	Wheatland	1
Lincoln	1	Wibaux	1
Madison	2	Yellowstone	10

The total number of employees on December payrolls was 139. Of this number 53 were stationed at Helena and the remainder scattered in 49 of 55 remaining counties. Forty-two are paid by funds granted by the Social Security Board, 19 from funds granted by the Department of Labor, 48 are paid by the counties of Montana and 29 directly by the Department of Labor.

The commissioners, George R. Shepard and Louis G. DeNayer, receive \$10.00 per day, each, for not to exceed fifty days each year, when devoting full time to affairs of office.

The salary range, for both the Unemployment Compensation Division and the Employment Service Division, especially in the lower brackets, is below the average paid by the State of Montana for positions of equal responsibility in departments of approximate size. Montana has a more generous salary scale on the whole for her public servants than sister states, and the Social Security Board, controlling expenses, has held the Commission within the above limits.

MERIT EXAMINATIONS

The Unemployment Compensation Commission early realized that classifying positions according to duties and responsibilities has proved its effectiveness and value in comparison with former uncoordinated and random methods. We were however confronted at the beginning, and still are to some extent, with the lack of job analysis. We have, of necessity, been faced with irregular peak loads; a fact which makes job analysis difficult. We faced uncertain administrative responsibilities as between higher state and federal authorities.

The law creating the Commission empowers the Commission to appoint, fix the compensation and prescribe the duties and powers of such officers, accountants, attorneys, experts and other persons as may be necessary. It further imposes upon the Commission the duty of holding examinations to determine the qualifications of applicants for the positions so classified.

The Commission has carried out the provisions of the law in full and has classified all employees. It has set up salary ranges, standards, and requirements and defined the duties of each position. In keeping with the spirit of the law the Commission appointed the Reverend J. J. O'Connor, head of the Department of Social Science at Carroll College, to conduct examinations. The result of these examinations, with an opinion from the Attorney General of Montana that the laws of the State of Montana relating to the appointment, examination and certification of employees has been complied with, has been forwarded to the Social Security Board at Washington.

Examinations also have been held for employees in the Employment Service Division. These examinations were conducted by the United States Department of Labor and covered all so-called technical positions excepting county paid employees.

The Social Security Board now demands new examinations and a reclassification of all positions. They would require the Commission to adopt a set of rules and regulations placing all employees under the equivalent of Civil Service. In fact in many particulars the regulations proposed are more stringent than Civil Service standards. No objection is made to any of the present employees or to the general efficiency of the office.

It is our belief that this Commission does not have the authority, without definite legislative mandate, to sign away the provisions of House Bill 65 and other laws of this state relating to tenure and selection of employees. We are in complete accord with the ideals of Civil Service, but not the practical working results of this system. We suspect some employees of the Social Security Board are thinking oftener of security for themselves and associates, than of security for the workers. Nor can we wholly subscribe to the idea that in a new agency employees should be riveted to their job and immune to public disfavor. We welcome instructions from the lawmakers of Montana, not bureau officials at Washington, upon the proper course for this agency to follow in this particular.

SOURCE OF ADMINISTRATIVE FUNDS

The Unemployment Compensation law provides for two divisions. The Unemployment Compensation Division is for the collection of contributions, the maintenance of employer and employee accounts, the determination of benefits payable and the payment of benefits after July 1st, 1939.

The State Employment Service Division is for the maintenance of public employment offices in such number as may be necessary, not only for the registration of the unemployed, but also for the referral of those persons to jobs, if available; and to keep records of individuals who have registered for work but report to the employment offices weekly in order to establish continued unemployment as a requisite to the receiving of benefits.

All funds for the operation of the Unemployment Compensation Division are granted by the Social Security Board. Funds for the operation of the State Employment Service Division are derived from grants by the U. S. Department of Labor under the provisions of the Wagner-Peyser Act; from the Social Security Board in order to augment facilities of employment offices to carry out the provision of the Mon-

tana law to the effects that benefit claimants must register for work and continue to report at employment offices; from cities and counties of Montana as contributions in order to maintain offices within their boundaries and lastly from the State of Montana.

When the Montana Unemployment Compensation Law was passed by the Twenty-fifth Legislative Assembly, before it became effective, approval of the Social Security Board was necessary. The Act was approved by the Social Security Board on March 30, 1937.

Existing statutes are therefore a contract between the Social Security Board and the State of Montana and before any of the suggested or other amendments become law they also must be approved by the Social Security Board.

One of the requirements before approval of the existing law by the Social Security Board was that each state accept the provisions of the Wagner-Peyser Act (creating a State Employment Service Division) and appropriate a sum sufficient to match federal funds allotted under this measure. This amount for Montana is \$13,021.26 each year. Therefore, if the law is continued it will be necessary to continue this appropriation.

The Counties of Montana have been spending approximately \$72,500.00 a year to expand the Employment Service. It is suggested that the State might appropriate an additional \$10,000.00 to assist the Commission in making this county service of greater value. This would bring the total each year to \$23,021.26 if the Legislature approves this suggestion.

Federal funds for administration are made available at quarterly intervals. This method of allotting funds necessitates the submission of separate line budgets to the Social Security Board of the U. S. Department of Labor 60 days in advance of each calendar quarter. The budgets must show a summary of anticipated expenditures under 15 categories and a line itemization under each category for each of 52 offices. Since funds made available by state appropriation and by counties must be considered in the preparation of budgets and expenditure reports, it is necessary to maintain 45 separate accounts of administrative expenses.

Federal funds expended are subject to exhaustive audits by the Federal agencies making the grants. Auditors of the Social Security Board took but one minor exception to the expenditures made in 1937. No audit has been made by the Social Security Board covering expenditures subsequent to December 31, 1937. Auditors of the U. S. Department of Labor have completed an audit of expenditures up to July 1, 1938.

The Commission felt that not only should administrative funds be audited but the unemployment compensation fund as well. Repeated requests were made to the Social Security Board for the allotment of \$400.00 for the purpose of such an audit by the state examiner. The Social Security Board declined to stand the expense for an audit of the unemployment compensation fund. State Examiner W. A. Brown then kindly consented to having an audit made by members of his staff. Deputy Examiners Kahla and Strong made an examination covering the period from inception of the office to May 31, 1938. The method used was to check each employer's contribution against employer ledger accounts. These were found to be in agreement. Their report dated July 7, 1938, states, "It appears that all moneys received have been accounted for."

JOB OR BENEFITS

The Commission's primary functions are to provide jobs or pay benefits to eligible unemployed workers and to maintain free public employment offices open to everyone.

The law's intent is that in the filling of these functions a way will be provided to absorb part of the initial momentum of depressions, which will occur in the future.

Widespread unemployment up to this time has resulted in a complete loss by business of the income of every worker who lost his or her job. The unemployed have no money to pay for food and shelter for their families. The public, through some form of relief, is forced to pay all costs resulting from unemployment as is shown in a mounting public debt.

This initial shock of complete loss of income by thousands of people in the past has caused a great pressure against business and has resulted in depressions gaining momentum and resulting in additional thousands of workers losing jobs, the bankruptcies of hundreds of business, the closing of banks, the loss of countless investors' savings, and the collapse of the public's confidence in the American system of business and government.

BENEFITS ENCOURAGE BUSINESS

Montana's Unemployment Compensation Fund in July, 1939, will be nearly \$5,789,000.00.

It will be Montana's first line of defense against general hard times. The money paid from it to eligible unemployed workers will flow from the workers into the channels of trade and business, into the hands of the landlord, the grocer, the storekeeper and the professional man.

The money will enable the retail store operator to keep up employment in his store, in that it will give unemployed workers purchasing power.

States paying the benefits find that they are of solid value in keeping up public and business morale.

The 29 states now paying benefits also find that the benefits prevent the rise of public indebtedness and lower the cost of the load of direct relief.

Kansas expects to pay \$1,000,000 in unemployment compensation benefits to 30,000 unemployed workers in February, 1939.

In one week of November Pennsylvania paid out \$559,264 to 51,887 unemployed workers.

Up to the end of November Pennsylvania had paid out about \$70,000,000 to over 700,000 people eligible for benefits, and had issued over 6,000,000 benefit checks.

Statisticians estimate that from February to October Pennsylvania saved more than \$5,000,000 in direct relief alone due to payments made through the job insurance program.

The results of benefit payments in other states encourage the Unemployment Compensation Commission in the belief that in the fund Montana has a real weapon to use against hunger, suffering and depression.

UNEMPLOYMENT COMPENSATION FUND

The Unemployment Compensation Fund on November 30, 1938, amounted to approximately \$4,739,000. This amount includes interest to September 30, 1938.

In addition to the collections made by the Commission the fund includes \$650,697.20 which was collected by the Federal government from Montana employers of eight or more employees for the year 1936, at which time there was no Montana Unemployment Compensation Law.

Senator Burton K. Wheeler and Governor Roy E. Ayers were instrumental in having this amount transferred to the Montana Unemployment Compensation Fund under an act (Public, No. 353) approved in Congress on August 24, 1937.

The Montana Unemployment Compensation Fund is a trust separate from all public moneys or funds of Montana. It consists of all contributions collected, all fines and penalties and all interest earnings.

The Commission forwards all contributions collected to the state treasurer who deposits the funds with the Secretary of the Treasury of the United States to the credit of the account of this state in the Unemployment Compensation Trust Fund. It can be used for no purpose excepting the payments of benefits to eligible unemployed workers.

During 1938 a contribution of 2.7 per cent on wages paid employees was paid by Montana employers and this rate will continue until June 30, 1942. Employers of eight or

more are allowed to deduct the amount paid from their tax of 3 per cent under Title IX of the Society Security Act.

The Unemployment Compensation Commission, since the collection of the first contributions in July 1937, has communicated with every known employer in Montana. Every available list was secured from state, Federal, semi-public and private agencies and thousands of letters, explanations, interpretations and report forms were mailed.

The classification and coding of employers has continued to the present time until now approximately 9,700 employers are subject to making contributions of the fund.

Other lists are kept by the commission for later check when information shows a business may become liable for contributions during the year.

Below is a statement showing receipts into the Unemployment Compensation Fund up to December 1, 1938:

Contributions—For the year 1937	\$2,144,188.63
Contributions—For 1st 9 months 1938	1,890,414.62
	\$4,034,603.25
Less Dishonored checks	1,513.43
	\$4,033,089.82
Interest Penalties	471.90
	\$4,033,561.72
Interest on fund credited by United States Treasury to September 30, 1938	\$ 54,746.77
Amount returned by Federal government which was collected on 1936 payrolls	650,697.20
	\$4,739,005.69
Total available December 1, 1938	

ESTIMATED TO JULY 1, 1939

It is estimated that additional collections prior to the payment of benefits will be made as follows:

Last quarter 1938	\$ 650,000.00
First two quarters 1939	1,275,000.00
	\$1,925,000.00
Balance as of December 1, 1938	\$4,739,005.69
	\$6,664,005.69
Estimated interest earnings	125,000.00
	\$6,789,005.69
Less contributions from interstate railroads which will be transferred to Railroad Retirement Board under provisions of Railroad Unemployment Insurance Act	\$1,000,000.00
	\$5,789,005.69
Estimated available for benefits July 1, 1939	

EMPLOYERS SUBJECT TO ACT

An employer as defined by the Montana Unemployment Compensation Law is any employing unit which in any of 20 or more weeks during the current year, or during the preceding year, has or had in employment one or more individuals.

At the present time 9,700 employers are paying contributions into the Unemployment Compensation fund. The number varies with business conditions.

Exemptions under the act are: (1) employers of agricultural labor; (2) domestic labor in a private home; (3) maritime service; (4) employment of employer's minor children, parents or spouse; (5) Federal, state and municipal employment; (6) services for religious, charitable, scientific, literary or educational purposes or for the prevention of cruelty to children or animals of which no part of the net earnings insures to the benefit of any private shareholder or individual; (7) service with respect to which unemployment compensation is payable under an unemployment compensation system established by an act of Congress.

Montana employers during 1938 each paid 2.7 per cent contribution on total payrolls into the fund. This contribution rate continues in 1939.

The employer who had eight or more people employed is subject to a 3 per cent tax under Title IX of the Social Security Act but is allowed to deduct up to 90 percent of this (2.7) if it has been paid into a state unemployment compensation fund.

The Commission made every effort to advise Montana employers of this fact, as did the Internal Revenue Bureau, and almost all Montana employers of eight or more people were able to take advantage of this exemption.

The employer is forbidden by law to deduct any of this contribution from the wages paid employees.

**CONTRIBUTIONS FOR 1937 BY INDUSTRIES AS OF
NOVEMBER 10, 1938**

10.	Metalliferous Mining, Smelting	\$ 327,226.30
12.	Coal Mining	33,842.46
13.	Oil and Gas Production	37,836.23
14.	Stone and Gravel Quarrying	7,483.58
15.	Building Construction	21,495.96
16.	General Contractors—other than Building and Specific Trades	98,421.73
17.	Trade Contracting	28,704.95
20.	Food Manufacturing	89,153.56
21.	Tobacco Manufacturing	98.56
23.	Apparel Manufacturing	534.65
24.	Basic Lumber Industries	56,735.13
25.	Finished Lumber Products	898.25
27.	Printing and Publishing	36,624.99
28.	Chemical Manufacturing	147.46
29.	Petroleum and Coal Products	20,770.69
30.	Rubber Products	12.39
31.	Leather Products	307.71
32.	Stone and Clay Products	8,418.89
33.	Iron and Steel Products	6,173.66
35.	Nonferrous Metal Products	139,751.39
36.	Electrical Machinery	90.08
37.	Other Machinery	3,828.38
38.	Auto Bodies and Parts	79.18
39.	Miscellaneous Manufacturing	1,698.26
40.	Interstate Railroads	339,977.60
41.	City Bus Lines, etc.	4,660.43
42.	Trucking and Warehousing	18,138.37
43.	Air Lines, Taxi, Bus, etc.	17,040.24
45.	Services Allied to Transportation	1,073.83
46.	Communications, Telephone & Telegraph	29,142.02
48.	Public Utilities	72,100.02
49.	Local Utilities	5,135.40
50.	Wholesale Merchandising	40,330.25
51.	Wholesale Distribution	71,464.40
52.	Wholesale and Retail Combined	62,261.39
53.	General Merchandising	74,280.65
54.	Retail Meats and Groceries	49,203.87
55.	Auto and Accessories Sales	62,030.43
56.	Retail Wearing Apparel	18,525.16
57.	Retail Trade, Miscellaneous	57,506.65
60.	Banks and Trust Companies	5,433.96
61.	Investments and Securities	896.97
62.	Finance Agencies	5,975.65
63.	Insurance Carriers	11,499.43
64.	Insurance Agencies	3,357.37
65.	Real Estate Dealers and Agencies	8,791.26
66.	Real Estate, Insurance, Law, Finance—any combination	4,693.92
67.	Administrative Offices & Holding Companies—other than Real Estate	24,609.59
70.	Hotels, Rooming Houses, etc.	27,949.79
71.	Cafes, Bars, etc.	64,610.17
72.	Personal Services, Barbers, Laundries, etc.	32,264.91
73.	Business Service, Accountants, etc.	11,677.46
74.	Trade Schools	852.54
75.	Garages, Filling Stations	27,039.84
76.	Miscellaneous Hand Trades	3,196.45
77.	Services Allied to Agriculture	2,020.74
78.	Theaters, Amusement, Recreation	11,023.82
79.	Miscellaneous Amusements, Recreation	5,661.28
80.	Medical and Health Service	14,180.51
81.	Law Offices	3,347.35
82.	Educational Institutions, Agencies	371.81
83.	Other Professional and Social Services	1,058.44
85.	Private Business not otherwise classified	9,230.95
86.	Fraternal Trade and Labor Associations	7,612.49
87.	Industry Unknown—Includes Chiefly General Contractors n. e. c.	10,994.60
	TOTAL	\$ 2,141,556.45

EMPLOYEES BY MONTHS — LAST HALF 1937

	July	August	September	October	November	December
10. Metalliferous Mining, Smelting	12,742	12,507	12,387	12,190	10,941	9,777
12. Coal Mining	1,032	1,076	1,397	1,523	1,373	1,540
13. Oil and Gas Production	1,604	1,620	1,458	1,292	1,178	1,144
14. Stone and Gravel Quarrying	1,476	449	452	431	309	300
15. Building Contractors—other than Building and Gen. Contractors	1,210	1,163	1,125	1,041	1,047	860
16. Specific Trades	4,819	3,926	6,227	5,234	4,255	3,608
17. Trade Contracting	3,416	1,478	1,537	1,434	1,365	1,125
20. Food Manufacturing	3,702	4,106	4,482	4,637	4,363	4,271
21. Apparel Manufacturing	7	9	7	7	10	7
23. Basic Lumber Industries	62	62	61	56	53	54
24. Finished Lumber Products	2,743	2,725	2,666	2,501	2,342	2,046
25. Printing and Publishing	34	32	29	28	20	8
28. Chemical Manufacturing	1,388	1,336	1,312	1,307	1,307	1,343
29. Petroleum and Coal Products	9	15	7	6	5	7
30. Rubber Products	569	647	632	617	613	595
31. Leather Products	1	3	2	1	2	1
32. Stone and Clay Products	16	14	14	13	12	12
33. Iron and Steel Products	399	336	320	297	281	261
35. Nonferrous Metal Products	55	117	92	128	125	92
36. Electrical Machinery	4,574	4,390	4,412	4,377	3,842	3,359
37. Other Machinery	122	111	119	114	105	101
38. Auto Bodies and Parts	6	6	6	6	6	6
39. Miscellaneous Manufacturing	50	54	49	43	44	46
40. Interstate Railroads	13,143	13,702	12,081	11,413	10,643	9,249
41. City Bus Lines, etc.	161	162	158	108	100	93
42. Trucking and Warehousing	874	889	842	852	832	912
43. Air Lines, Taxi, Bus, etc.	633	702	618	558	601	639
45. Services Allied to Transportation	46	50	44	41	45	75
46. Communications, Telephone & Telegraph	933	988	982	963	978	938
48. Public Utilities	1,279	1,528	1,507	1,708	1,563	1,353
49. Local Utilities	2,200	1,193	1,192	179	146	1,127
50. Wholesale Merchandising	1,475	1,437	1,412	1,393	1,354	1,459
51. Wholesale and Retail Combined	2,465	2,684	2,889	2,781	2,528	2,378
52. General Merchandising	2,298	2,268	2,327	2,216	2,285	2,297
53. Retail Meats and Groceries	4,217	3,894	4,280	4,222	3,92	2,734
54. Auto and Accessories Sales	2,665	2,651	2,557	2,533	2,606	2,106
56. Auto Wearing Apparel	2,344	2,143	2,102	2,071	2,149	1,041
57. Retail Trade, Miscellaneous	922	876	944	928	917	2,524
60. Banks and Trust Companies	2,545	2,605	2,520	2,06	2,205	2,988
61. Investments and Securities	206	203	203	44	203	48

62.	Finance Agencies	277	264	238
63.	Insurance Carriers	498	358	355
64.	Insurance Agencies	119	115	131
65.	Real Estate Dealers and Agencies	523	536	539
66.	Real Estate, Insurance, Finance, Law—any combination of these	194	186	184
67.	Administrative Offices and Holding Companies (Other than real estate)	440	432	432
70.	Hotels, Rooming Houses, etc.	2,934	2,358	2,288
71.	Cafes, Bars, etc.	3,895	4,000	3,889
72.	Personal Services, Barbers, Laundries, etc.	1,956	1,956	1,843
73.	Business Service, Accountants, etc.	504	523	512
74.	Trade Schools	41	43	47
75.	Garages, Filling Stations	1,531	1,566	1,390
76.	Miscellaneous Hand Trades	184	164	150
77.	Services Allied to Agriculture	134	154	142
78.	Theaters, Amusement, Recreation	649	662	637
79.	Miscellaneous Amusements, Recreation	424	396	440
80.	Medical and Health Service	812	794	750
81.	Law Offices	218	217	219
82.	Educational Institutions, Agencies	22	24	27
83.	Other Professional and Social Services	30	29	23
85.	Private Business not otherwise classified	522	515	447
86.	Fraternal, Trade and Labor Associations	1,082	1,044	869
87.	Industry Unknown—Includes Chiefly General Contractors, n. e. c.	531	569	533
	TOTALS	91,009	90,114	89,552
				83,552
				331
				473
				331
				81,416

EMPLOYEES BY MONTHS — FIRST HALF OF 1938

	January	February	March	April	May	June
10. Metalliferous Mining, Smelting	6,826	6,443	6,477	6,210	4,788	4,477
12. Coal Mining	1,435	1,352	1,212	1,120	950	940
13. Oil and Gas Production	1,001	975	1,025	1,064	1,126	1,163
14. Stone and Gravel Quarrying	221	199	281	286	334	301
15. Building Construction	579	447	696	920	1,011	1,156
16. Gen. Contractors—other than Building and Specific Trades						
17. Trade Contracting	1,445	1,259	1,377	1,992	2,043	2,107
18. Food Manufacturing	914	791	858	954	986	1,049
20. Tobacco Manufacturing	2,863	2,607	2,645	2,971	2,971	3,215
21. Apparel Manufacturing	6	6	6	7	7	7
23. Basic Lumber Industries	40	39	36	35	33	30
24. Finished Lumber Products	1,736	1,720	1,774	1,739	1,683	1,647
25. Printing and Publishing	141	146	156	148	147	136
28. Chemical Manufacturing	995	1,012	1,032	1,190	1,205	1,183
29. Petroleum and Coal Products	8	8	7	11	9	6
30. Rubber Products	555	571	666	720	663	669
31. Leather Products	1	1	1	1	1	1
32. Stone and Clay Products	171	9	11	11	11	11
33. Iron and Steel Products	102	165	205	279	337	383
35. Nonferrous Metal Products	2,994	2,871	2,838	2,859	2,859	1,756
36. Electrical Machinery	5	5	3	5	7	6
37. Other Machinery	95	99	105	117	107	110
38. Auto Bodies and Parts	6	2	2	2	2	2
39. Miscellaneous Manufacturing	48	46	49	49	50	53
40. Interstate Railroads	8,849	8,628	8,995	9,268	9,704	10,752
41. City Bus Lines, etc	141	139	138	166	142	132
42. Trucking and Warehousing	681	703	689	697	683	719
43. Air Lines, Taxi, Bus, etc.	563	552	555	566	575	617
45. Services Allied to Transportation	76	79	447	411	42	42
46. Communications, Telephone & Telegraph	1,340	1,314	1,351	1,351	1,385	1,430
48. Public Utilities	2,086	1,969	1,964	2,079	2,116	2,349
49. Local Utilities	1,124	1,110	1,113	2,257	2,308	1,48
50. Wholesale Merchandising	1,323	1,320	1,361	1,419	1,557	1,527
51. Wholesale Distribution	2,369	2,342	2,346	2,518	2,238	2,339
52. Wholesale and Retail Combined	2,119	2,061	2,258	2,259	2,248	2,282
53. General Merchandising	3,601	3,337	3,562	3,824	3,812	3,721
54. Retail Meats and Groceries	2,433	2,423	2,366	2,334	2,339	2,430
55. Auto and Accessories Sales	2,021	1,934	1,977	1,850	1,611	1,988
56. Retail Wearing Apparel	849	819	879	1,007	934	900
57. Retail Trade, Miscellaneous	2,397	2,417	2,382	2,447	2,499	2,461
60. Banks and Trust Companies	193	190	193	195	197	207
61. Investments and Securities	44	45	46	45	48	43

62.	Finance Agencies	226	225	223	221	221
63.	Insurance Carriers	344	359	371	343	344
64.	Insurance Agencies	129	125	129	125	125
65.	Real Estate Dealers and Agencies	549	553	600	686	727
66.	Real Estate, Insurance, Finance, Law—any combination of these	196	189	194	200	193
67.	Administrative Offices and Holding Companies	335	321	316	326	220
68.	(Other than real estate)	1,609	1,570	1,627	1,674	1,782
69.	Hotels, Rooming Houses, etc.	3,583	3,423	3,526	3,410	3,375
70.	Cafes, Bars, etc.	1,584	1,567	1,633	1,567	1,551
71.	Personal Services, Barbers, Laundries, etc.	519	502	509	470	508
72.	Business Service, Accountants, etc.	44	45	46	42	36
73.	Trade Schools	1,242	1,205	1,278	1,282	1,296
74.	Garages, Filling Stations	111	127	141	142	137
75.	Miscellaneous Hand Trades	96	67	76	101	92
76.	Services Allied to Agriculture	585	581	602	619	588
77.	Theaters, Amusement, Recreation	398	380	399	461	405
78.	Miscellaneous Amusements, Recreation	703	702	710	695	703
79.	Medical and Health Service	232	228	226	223	222
80.	Law Offices	37	31	29	24	23
81.	Educational Institutions, Agencies	28	25	24	28	30
82.	Other Professional and Social Services	254	159	217	380	564
83.	Private Business not otherwise classified	995	945	987	967	959
84.	Fraternal, Trade and Labor Associations	230	260	356	368	455
85.	Industry Unknown—Includes Chiefly General Contractors, n. e. c.	67,434	64,730	67,023	69,680	497
	TOTALS					70,154

**ESTIMATED NUMBER OF WORKERS, BY COUNTIES, WHO
HAVE EARNED WAGES FROM COVERED EMPLOYERS**

County	No. of Workers	County	No. of Workers
Beaverhead	942	McCone	208
Big Horn	965	Meagher	248
Blaine	1,032	Mineral	372
Broadwater	380	Missoula	8,188
Carbon	1,018	Musselshell	1,091
Carter	134	Park	2,377
Cascade	10,259	Phillips	1,057
Chouteau	600	Petroleum	203
Custer	2,457	Pondera	1,326
Daniels	436	Powder River	155
Dawson	1,582	Powell	1,111
Deer Lodge	5,587	Prairie	342
Fallon	382	Ravalli	1,082
Fergus	1,748	Richland	1,309
Flathead	4,953	Roosevelt	638
Gallatin	3,519	Rosebud	582
Garfield	159	Sanders	567
Glacier	2,379	Sheridan	487
Golden Valley	290	Silver Bow	21,719
Granite	1,142	Stillwater	461
Hill	3,222	Sweet Grass	405
Jefferson	944	Teton	545
Judith Basin	295	Toole	1,766
Lake	2,151	Treasure	229
Lewis & Clark	5,223	Valley	3,801
Liberty	242	Wheatland	957
Lincoln	1,444	Wibaux	287
Madison	769	Yellowstone	9,827
Estimated Total Number of Workers			115,594

UNEMPLOYMENT COMPENSATION DIVISION
Total Expenditures from May 10, 1937 to September 30, 1938

	Quarter Ending June 30, 1937	Quarter Ending Sept. 30, 1937	Quarter Ending Dec. 31, 1937	Quarter Ending Mar. 3, 1938	Quarter Ending June 30, 1938	Quarter Ending Mar. 3, 1938	Quarter Ending June 30, 1938	Quarter Ending Sept. 30, 1938
Personal Services	\$ 2,247.96	\$ 10,467.06	\$ 14,805.72	\$ 26,961.12	\$ 17,913.98	\$ 19,310.92		
Consumable Supplies	1,050.99	1,110.52	775.32	951.86	1,101.28	1,101.28		
Communications—Telephone	40.72	181.76	243.77	344.31	281.20	287.51		
Communications—Telegraph	9.36	102.60	95.49	80.06	63.26	8.96		
Communications—Postage	2,062.00	1,484.47	3,125.00	2,150.00	1,220.00	540.00		
Travel Expense	446.33	950.07	2,556.73	4,865.16	2,362.16	2,059.84		
Transportation of Things	5.63	68.83	73.47	146.04	38.28	14.63		
Printing and Binding	1,987.28	1,374.50	1,558.25	1,823.14	1,261.63	859.83		
Advertising	49.50	45.00						
Heat, Light and Water					250.85	261.46	213.45	
Rents—Premises	134.20	525.00	525.00	600.00	600.00	600.00	600.00	
Rents—Equipment	3.00	38.00	29.00				10.00	
Repairs and Alterations	35.50		44.00		103.21	45.60	20.00	
Other	353.25	155.42	572.16	204.44	417.91	275.48		
Equipment	5,264.47	5,388.02	2,738.76	2,086.78	1,856.47	1,221.29		
EXPENDITURE TOTALS	\$ 13,686.49	\$ 21,891.25	\$ 27,143.01	\$ 34,506.97	\$ 27,381.23	\$ 25,889.41		

VETERANS' PLACEMENT SERVICE

The Veterans' Placement Service is that division of the United States Employment Service which is devoted to the employment interests of veterans. It assures that there is definite attention to registration and referral of veterans. It advises them of work opportunities and, through public relations, endeavors to develop these work opportunities through the Montana State Employment Service.

The funds necessary to operate this division are supplied by the United States Department of Labor. The funds expended for this service in Montana for 1938 were \$5,602.35.

Local veterans' placement representatives have been designated by the state veterans' placement representative, with the approval of the state director, in each of the employment offices in the state. These men carry on the same functions in their respective communities as does the state representative.

For the eleven-month period ending December 1, 1938, the State Employment Service has made 2,047 veteran placements, of which 836 were in private employment. This is 8.8 per cent of the total placements made by the Service. The active file of veterans December 1, 1938, was 2,014, which is 6.1 per cent of the total active file, men and women. Thus, it is apparent that a definite preference has been accorded veterans by the Employment Service.

The state veterans' placement representative has, during the calendar year, appeared before each district convention, as well as all state conventions of all veteran organizations, wherever it has been possible to attend. Likewise, appearances were made before local posts and other civic groups wherever possible.

A number of radio talks have been given in the employment interests of veterans. A registration and placement campaign was carried out during the spring months in the interests of the worker over 40 years of age. Assistance has been rendered veterans in Civil Service examinations and all such notices are mimeographed in the state office and mailed to all veteran posts throughout the state. A mass of other employment information has been disseminated by means of periodical bulletins to all posts and employment offices. Assistance and advice have been given a large number of veterans in securing relief certification and WPA assignment, on which preference is granted by Congress.

Assistance has been rendered the Veterans' Administration Facility, at Fort Harrison, in recruiting the veterans' contingent of the CCC, so that all quotas allocated to Montana in the past year have been completely filled.

STATE EMPLOYMENT SERVICE DIVISION

The purpose of the State Employment Service Division is to assist the unemployed worker in finding a job and to serve the employer in the selection of qualified workers.

It is not possible for the man or woman looking for work opportunities by his or her unaided efforts to contact within a reasonable time all the employers who may need workers in his or her particular occupation. Employers in general are not able, without considerable expenditure of time and effort, to locate all the available workers needed in their industry by independent action. Thus time and expense to both workers and employers may be saved by the use of a centrally located employment agency.

Private employment agencies, operating for profit, have attempted to bring workers and employers together in scattered localities and in a comparatively small number of occupations. Some of these in the technical and professional fields have rendered fairly efficient service but the fees charged have been and still are exorbitant. Many of the so-called "labor agencies" have been guilty of numerous kinds of rackets and exploitation of labor.

The Employment Service registers and classifies applicants according to occupation and work experience. It becomes an authoritative source of information regarding the labor resources of the state. Its comprehensive program of field visits and other employer contacts keeps it constantly informed as to the available jobs. It also is important for a public employment agency to facilitate the adjustment of local supply and demand for workers over an area wider than that of the community lists.

Needless migration of workers from one section of a state to another in search of jobs of doubtful existence can be avoided only through a state-wide and national system of public employment offices.

With the advent of the payment of unemployment compensation benefits in Montana in July, 1939 more complete registration of workers is expected.

Under its affiliated agreement with the United States Employment Service it is the responsibility of the State Employment Service Division to give specialized attention to the employment problems of the junior just out of school, the physically handicapped and the veteran. The Service is also responsible for the selection of workers on public works projects and must facilitate the transfer of employees on work projects into private industry.

EMPLOYMENT SERVICE OFFICES

The organization of the State Employment Service Division is as follows: An administrative office at Helena, 9 district offices, 3 branch offices, 32 county offices and 8 contact offices located in 49 of the 56 counties of the state. Six additional district offices are being set up.

A district office is defined as an office which has administrative jurisdiction over a prescribed area. In most instances a district office serves more than one county.

A county office is a full time office designed to carry on all phases of employment office work in the county in which it is located.

A contact office is a part-time office which furnishes itinerant service to the county in which it is located.

The locations of the offices are as follows: District offices at Havre, Glasgow, Miles City, Billings, Livingston, Butte, Missoula, Great Falls and Lewistown. Branch offices at Kalispell, Helena and Glendive. Affiliated full time county offices, supported in part or in whole by county funds, at Chinook, Cut Bank, Malta, Shelby, Scobey, Glendive, Circle, Sidney, Wolf Point, Plentywood, Baker, Broadus, Terry, Forsyth, Hardin, Red Lodge, Bozeman, Big Timber, Anaconda, Philipsburg, Virginia City, Deer Lodge, Polson, Libby, Hamilton, Thompson Falls, White Sulphur Springs, Conrad, Fort Benton, Roundup, Choteau and Harlowton.

Eight contact agents, devoting part time to the Employment Service, at Chester, Ekalaka, Boulder, Jordan, Ryegate, Stanford, Winnett and Wibaux.

The following offices in 1939 will function as district offices: Anaconda, Glendive, Bozeman, Shelby, Kalispell and Helena.

ACTIVE FILE

The active file consists of registrants at the employment offices who are actively seeking work and who are available for work. A registrant to remain in the active file is required to report at the office periodically. In general the active file is a measure of the unemployment in a given community.

On January 1, 1938, the active file for all counties in Montana was 23,333; at the end of September, 1938, it had increased to 34,595. The greatest increases were in Silver Bow and Deer Lodge counties due to lack of activity in mining and smelting.

However, activity in these two industries, a large part of it since September, has caused the active files of these two counties to drop from approximately 10,000 to 7,500. The

active file figures for Cascade and Musselshell counties indicates an increase in employment. In Yellowstone county the September 1938 active file is only slightly higher than for January, 1938. In general the smaller counties show moderate gains in the active file.

PLACEMENTS

The total number of jobs obtained through the efforts of the employment offices during the nine-month period was 18,343 of which 8,749 were on public works and 9,594 in private industry, including 3,879 farm placements. Private placements during the period were higher than for the same period in the history of the Employment Service in Montana. Public placements on the other hand were the lowest since 1935. This is accounted for by the lesser amount of public work projects carried on in the state.

The stabilizing influence of public works projects has been fairly well distributed throughout the period. Private placements were comparatively light during the first three months of the year but increased rapidly from April to June. Farm placements reached their peak in August. The record of the employment offices in this class of referrals was an all-time high, previous years in Montana having been affected by drought conditions.

Inspection of the placement figures by counties shows Valley county leads largely on account of the continued activities at Fort Peck. Hill county is a close second in total placements. Cascade county is the first in the number of private placements. Farm placements were heavy in Valley, Hill, Phillips and Cascade counties. Of the total placements of 18,343 the 15 district offices made 11,202.

NEW APPLICATIONS

One of the most important activities of the employment offices is the registration of new applicants for work, and in the first nine months of 1938, 18,816 people came into the offices for the first time seeking work opportunities. Due to shut-down of the Butte mines, 4,441 new registrations were made in Silver Bow county. At Anaconda 1,960 people applied for work. At Missoula 1,436 people applied. Great Falls had 1,015 new registrations. People out of work in all parts of the state are coming more and more to use the facilities offered by the employment offices.

During periods of unemployment there are many callers at employment service offices seeking general information as

to possibilities for work. Each office is advised as to state-wide employment conditions so that advice may be given to these people. A total of 269,565 personal visits of this type were made at employment service offices.

FIELD VISITS

Private employers are visited by employees of the Commission and the facilities of the employment offices are explained. A large number of private placements are obtained by such personal calls. Employers throughout the state are becoming more acquainted with the high standard of work performed by workers hired from our active file. During the nine-month period 11,873 field visits were made.

STATISTICAL REPORTS

The State Employment Service Division's statistical reports are of the greatest value in determining employment trends, labor shortages and surpluses in the various occupations and industries. They also are used as a measure of efficiency of the Employment Service. The data from these reports are incorporated in nation-wide compilation of industrial activities by the United States Department of Labor.

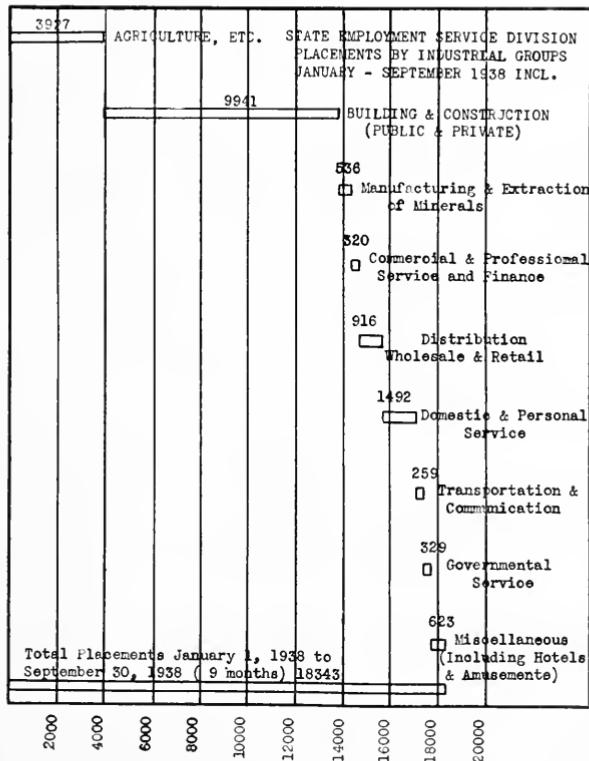
PUBLIC WORKS

Although public work has decreased somewhat this year as compared to the two previous years, there have been projects totaling well over 10 million dollars in operation since January 1, 1938. Besides supplying the labor for these projects, the Employment Service has served the Fort Peck and the Fresno Dams. The Fort Peck Dam has employed from 3,000 to 5,000 men and the Fresno Dam has employed up to 400 men during the year.

Some kind of public works project has been operating in practically every county in the state, and numerous workers, particularly skilled, have been transferred from the counties with little work to other counties where more workers were needed. By this method of intra-state clearance of labor it has been possible to carry on all public projects in Montana with Montana labor, with the exception of a very few in supervisory and administrative positions.

PLACEMENTS BY INDUSTRIAL GROUPS

The distribution of 18,343 placements during the nine months shows that 9,941 jobs were found for workers in the building and construction industry, both public and private. Agriculture was next with 3,927 placements, followed by 1,492 in domestic and personal service. Wholesale and retail distribution accounted for 916 placements. The balance of the placements were in manufacturing and extraction of minerals, commercial and professional services and finance, transportation and communication, governmental service and miscellaneous, (including hotels and restaurants).



STATE EMPLOYMENT SERVICE DIVISION
SUMMARY OF ACTIVITIES
From January 1, 1938 to September 30, 1938

Active File Jan. 1, 1938	Total	PLACEMENTS		New Applica- tions	Field Visits	*Per- sonal Visits	VETERAN PLACEMENTS		Veteran Public File
		Private	Public				Pl.	Farm	
HAVRE DISTRICT NO. 1—									
Chester	20	19	1	9	0	526	28	3	1
Chinook	129	249	252	162	164	6,123	143	9	2
Cut Bank	87	317	34	130	204	5,343	432	13	5
Harve	258	1,310	942	368	168	12,858	297	34	6
Malta	71	647	362	285	185	116	5,400	103	24
Shelby	104	505	337	168	162	331	26	31	18
Total Dist. No. 1	669	3,334	2,226	1,108	1,044	1,423	37,564	1,114	6
GLASGOW DISTRICT NO. 2—									
Circle	154	243	151	92	72	364	4,375	437	7
Glasgow	144	1,479	697	782	310	864	16,387	103	22
Glendive	263	510	376	134	159	416	11,848	730	56
Plentywood	48	232	168	64	70	158	4,858	63	16
Scobey	59	281	141	40	15	113	450	3,078	17
Sidney	68	232	130	102	103	262	289	6,435	0
Wibaux	39	57	52	5	39	335	2,888	172	20
Wolf Point	39	96	43	53	12	178	445	3,045	5
Total Dist. No. 2	814	2,930	1,658	1,272	780	1,270	3,787	52,914	142
MILES CITY DISTRICT NO. 3—									
Baker	135	291	178	113	115	63	249	3,071	93
Broadus	352	118	61	57	31	76	133	2,218	123
Ekalaka	155	59	23	36	12	51	152	429	4
Forsyth	174	356	218	138	131	92	273	1,111	55
Miles City	613	540	236	804	50	240	252	3,040	31
Terry	150	153	72	81	39	44	120	3,230	17
Total Dist. No. 3	1,579	1,517	788	729	378	566	1,179	20,248	177
BILLINGS DISTRICT NO. 4—									
Billings	1,828	714	486	228	153	862	786	11,831	41
Colombus	444	82	4	78	0	70	5	503	7
Hardin	324	228	11	217	10	318	127	3,228	1
Hysham	42	5	0	5	0	3	1	64	0

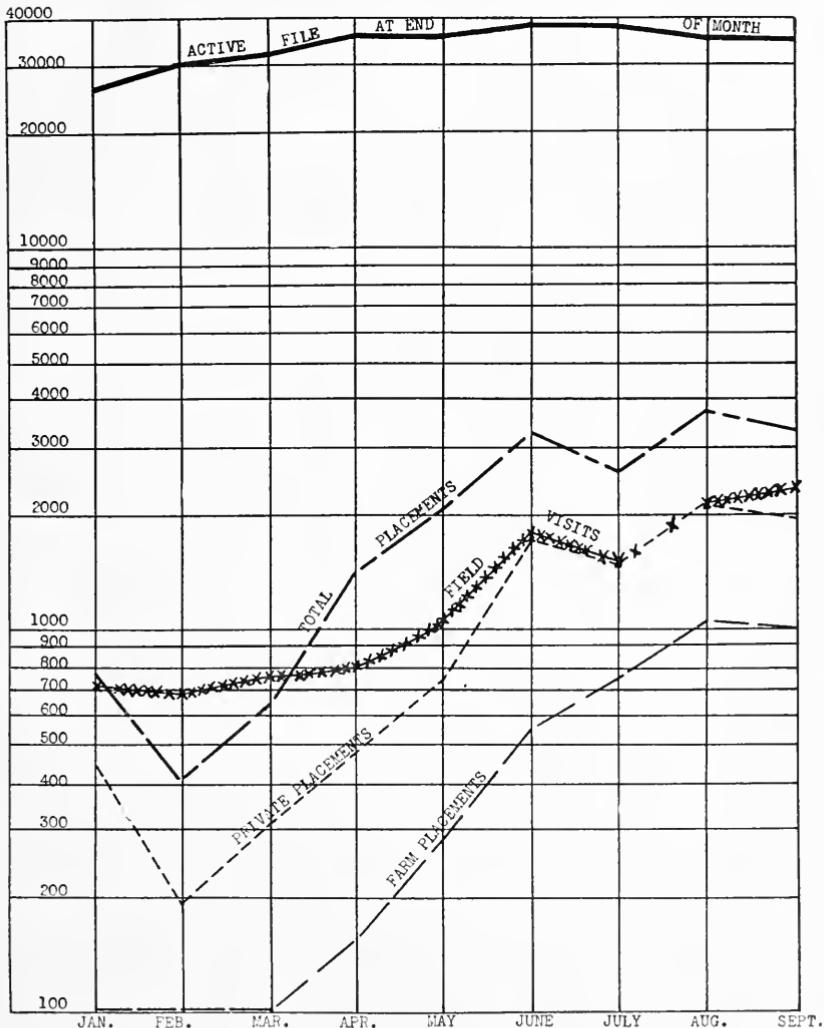
Red Lodge	867	126	6	130	4	217	17	2,591	980	0	23	0	49
Roundup	614	27	7	20	1	144	21	2,55	803	0	3	0	33
Total Dist. No. 4	4,119	1,192	514	678	168	1,614	957	18,344	4,981	13	98	5	286
LIVINGSTON DISTRICT NO. 5—													
Big Timber	248	126	122	85	48	237	1,861	113	12	32	4	8	
Bozeman	637	430	207	134	307	375	6,284	377	30	13	7	27	
Livingston	397	135	262	53	264	191	10,722	1,69	11	29	10	11	
Townsend	0	1	8	0	43	0	330	67	0	1	0	6	
Total Dist. No. 5	1,291		692	599	272	662	803	19,137	726	53	75	21	52
BLITZ DISTRICT NO. 6—													
Anaconda	506	767	626	141	75	1,960	338	13,046	2,256	14	2	2	105
Bonlder	521	11	11	0	143	0	2,354	0	0	0	0	0	21
Butte	897	237	660	38	4,438	312	21,766	9,261	41	63	8	564	
Deer Lodge	303	233	95	43	284	191	4,225	545	11	7	3	61	
Dillon	468	112	0	12	0	114	0	137	556	0	1	0	61
Philipsburg	149	147	79	68	12	234	329	2,104	404	10	4	1	40
Virginia City	49	301	85	216	83	120	158	1,032	368	2	18	2	40
Total Dist. No. 6	6,045	2,368	1,122	1,246	251	7,296	1,328	42,468	13,684	78	95	16	872
MISSOURIA DISTRICT NO. 7—													
Hamilton	278	277	40	237	27	427	125	5,120	6,29	6	31	3	39
Kalispell	629	221	408	53	826	146	9,163	1,015	8	102	5	55	
Libby	320	185	160	9	261	78	2,951	622	1	24	0	46	
Missionia	1,114	799	392	407	62	1,436	167	12,802	849	17	36	7	49
Poison	227	226	141	85	65	3,934	176	4,099	574	17	6	6	28
Superior	149	36	0	36	0	98	3	37,519	179	0	0	0	20
Thompson Falls	179	236	36	260	10	167	91	37,493	4,124	52	223	21	261
Total Dist. No. 7	3,378	2,388	855	1,533	226	3,549	786	37,499	4,124	52	223	21	261
GREAT FALLS DISTRICT NO. 8—													
Choctaw	473	202	107	95	68	89	291	1,511	239	5	3	1	16
Conrad	303	306	216	90	141	130	329	1,756	172	11	3	7	19
Fort Benton	481	23	4	19	3	17	0	481	236	1	1	1	18
Great Falls	2,425	1,296	773	523	191	1,015	646	12,512	1,560	87	65	14	80
Helena	461	438	963	275	119	5,592	145	8,989	599	30	72	14	67
White Sulphur Spgs	168	146	9	134	8	120	53	3,414	93	1	19	1	4
Total Dist. No. 8	4,311	2,511	1,372	1,139	530	2,017	1,464	28,664	2,899	135	164	38	204
LEWISTOWN DISTRICT NO. 9—													
Harlowton	271	62	209	37	125	238	2,607	241	3	16	3	8	
Jordan	31	10	21	8	35	8	1,406	429	0	2	0	26	

STATE EMPLOYMENT SERVICE DIVISION
SUMMARY OF ACTIVITIES (Continued)
From January 1, 1938 to September 30, 1938

	Active File Jan. 1, 1938	Total	PLACEMENTS		New Applications	Field Visits	*Personal Visits	Active File Sept. 30	VETERAN PLACEMENTS	Veteran Active File Public †Farm File
			Private	Public						
Lewistown	625	338	215	123	125	181	214	4,954	1,041	9
Byegate	204	31	7	24	6	21	14	1,151	248	0
Stanford	287	124	60	64	43	41	64	1,193	344	1
Wimett	222	17	13	4	12	16	17	616	252	1
Total Dist. No. 9	1,812	812	367	445	230	419	555	12,727	2,555	14
GRAND TOTAL	23,333	18,343	9,594	8,749	3,879	18,816	11,873	269,565	34,596	31
										10
										159
										215
										2,217

* Does not include Security Wage Placements.
 † Farm placements included in Private placements.

**COMPARISON OF THE ACTIVE FILE, PLACEMENTS
(TOTAL, PRIVATE, FARM), AND FIELD VISITS**
**BY MONTHS—JANUARY TO SEPTEMBER,
INCLUSIVE, 1938**
STATE EMPLOYMENT SERVICE DIVISION



UNEMPLOYMENT COMPENSATION COMMISSION

**STATE EMPLOYMENT SERVICE DIVISION
PLACEMENTS BY COUNTIES**

January 1, to September 30, 1938 (9 months)

DISTRICT AND COUNTY OFFICES	Total Placements	Private	Farm	Public
Big Horn	228	1	10	217
Blaine	501	87	162	252
Carbon	136	2	4	130
Cascade (D)	1,296	582	191	523
Custer (D)	540	186	50	304
Daniels	81	26	15	40
Dawson	510	217	159	134
Deer Lodge	767	551	75	141
Fallon	291	63	115	113
Fergus (D)	338	90	125	123
Flathead	629	168	53	408
Gallatin	637	296	134	207
Glacier	351	187	130	34
Granite	147	67	12	68
Hill (D)	1,310	634	308	368
Lake	226	76	65	85
Lewis and Clark	538	144	119	275
Lincoln	185	16	9	160
McCone	243	79	72	92
Madison	301	2	83	216
Meagher	146	1	8	137
Missoula (D)	799	330	62	407
Musselshell	27	6	1	20
Park (D)	397	82	53	262
Phillips	647	89	273	285
Pondera	306	75	141	90
Powder River	118	30	31	57
Powell	233	52	43	138
Prairie	153	33	39	81
Ravalli	277	13	27	237
Richland	232	27	103	102
Roosevelt	96	31	12	53
Rosebud	356	87	131	138
Sanders	236	26	10	200
Sheridan	232	98	70	64
Silver Bow (D)	897	199	38	660
Sweet Grass	248	41	85	122
Teton	202	39	68	95
Toole	505	175	162	168
Valley (D)	1,479	387	310	782
Wheatland	271	25	37	209
Yellowstone (D)	714	333	153	228
CONTACT OFFICES				
Carter	59	11	12	36
Garfield	31	3	7	21
Golden Valley	31	1	6	24
Jefferson	11	0	0	11
Judith Basin	124	17	43	64
Liberty	20	10	9	1
Petroleum	17	1	12	4
Wibaux	57	13	39	5
OTHER COUNTIES				
NO OFFICES				
Beaverhead	12	0	0	12
Broadwater	9	1	0	8
Chouteau	23	1	3	19
Mineral	36	0	0	36
Stillwater	82	4	0	78
Treasurer	5	0	0	5
STATE TOTALS	18,343	5,715	3,879	8,749

**STATE EMPLOYMENT SERVICE DIVISION
COMPARISON OF ACTIVE FILE FIGURE BY COUNTIES
JANUARY 1, 1938 AND SEPTEMBER 30, 1938**

DISTRICT AND COUNTY OFFICES	ACTIVE FILE January 1, 1938	ACTIVE FILE Sept. 30, 1938
Big Horn	324	632
Blaine	129	143
Carbon	867	980
Cascade (D)	2,425	1,560
Custer (D)	613	759
Daniels	59	118
Dawson	263	730
Deer Lodge	506	2,256
Fallon	135	229
Fergus (D)	625	1,041
Flathead	1,011	1,015
Gallatin	285	377
Glacier	87	432
Gratuit	149	404
Hill (D)	258	297
Ide	327	574
Lewis & Clark	461	599
Lincoln	320	622
McCone	154	437
Madison	49	308
Meagher	168	93
Missoula (D)	1,114	849
Musselshell	614	803
Park (D)	144	169
Phillips	71	103
Pondera	303	172
Powder River	352	429
Powell	303	545
Prairie	150	400
Ravalli	278	629
Richland	68	387
Roosevelt	39	138
Rosebud	174	337
Sanders	179	256
Sheridan	48	63
Silver Bow (D)	4,349	9,261
Sweet Grass	124	113
Teton	473	239
Toole	104	111
Valley (D)	144	103
Wheatland	176	241
Yellowstone (D)	1,828	1,999
 CONTACT OFFICES		
Carter	155	210
Garfield	298	429
Golden Valley	204	248
Jefferson	221	354
Judith Basin	287	344
Liberty	20	28
Petroleum	222	252
Stillwater	444	503
 OTHER COUNTIES NO OFFICES		
Beaverhead	468	566
Broadwater	53	67
Chouteau	481	236
Mineral	149	179
Treasure	42	64
Wibaux	39	172
 TOTALS	23,333	34,595

